

TIMES AND TRAILS

People, Projects and Priorities at Environment and Conservation

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Bureau of Environment creates a more responsive management structure

Open letter to Environment and Conservation staff from Deputy Commissioner Paul Sloan:

First, I want to thank you again for making me feel welcome here at the department. It has been both rewarding and challenging, and I am more excited than ever to be here and working with each of you.

After spending two months as Deputy Commissioner, I have quickly realized that having eleven major environmental divisions and eight field offices reporting directly to me is not an optimal way to do business for you or for me. That structure leaves me unresponsive to the needs of both managers and staff. My goal is to create an efficient, responsive management structure that also helps us look forward and not just focus on the issue of the moment.

Accordingly, I am clustering our environmental divisions and field offices into four operational groups — Land, Air, Water and Field Offices. Senior directors for these four major groups will better enable us to facilitate the participation of our division directors into our management decisions.

In filling these positions, it has been my desire to look first within the department, where we have tremendous talent and working knowledge. It is my pleasure to announce the first three members of the senior management team for the Bureau of Environment:

Tracy Carter will serve as Senior Director for Air Resources. Reporting directly to me, the Senior Director for Air will work closely with the divisions of Air Pollution Control and Radiological Health on matters of policy and operations.

Tracy has more than 15 years experience with the department as an attorney, program administrator and division director. She is currently Legal Services Director in the Office of General Counsel. Tracy holds an undergraduate degree from Middle Tennessee State University and a law degree from the University of Tennessee.

David Draughon will serve as acting Senior Director for Water Resources. Reporting directly to me, the Senior Director for Water will work closely with the divisions of Water Pollution Control, Groundwater Protection, Water Supply and the West Tennessee River Basin Authority on matters of policy and operations. David has graciously agreed to serve in this position on an interim basis to keep us moving forward in this important area.

David is a professional engineer and has more than 34 years experience with the department. He has been the Water Supply division director since 1989. He holds bachelors and masters degrees in engineering from Tennessee Technological University.



*Tracy Carter
Senior Director for Air Resources*



*David Draughon
Senior Director for Water Services*

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Brenda Apple will serve as Senior Director for Environmental Field Offices. Reporting directly to me, the Field Office Senior Director will work closely with all eight field offices on policy and operations in order to make sure we have effective service delivery across all regions of Tennessee.

Brenda has more than 25 years experience with the department as a division manager with Superfund and Water Supply in both the central and field offices. She is currently the Nashville Environmental Field Office Director and Field Office Senior Director on rotation. This latter position will now become permanent. Brenda holds an undergraduate degree in biology from Middle Tennessee State University and a masters degree in environmental engineering from the University of Tennessee.

These individuals are seasoned professionals with a set of experiences and successes that have well prepared them for these leadership roles. They represent the kind of talented folks we have throughout the Bureau. Indeed, they will be successful in these positions because of the support they will receive from management and staff we already have here in the Bureau.

Please be assured that as we name a Senior Director for Land Resources or any other members of the Bureau's senior management team, we will announce that to you as soon as possible.

This is an exciting time to be working for our department, and we will accomplish much together.

Sincerely,



*Brenda Apple
Senior Director for Field Offices*

UST's Nona Bryant earns award for money saving suggestion

Nona Bryant is a 20-year state employee overseeing the reimbursement section in the department's Division of Underground Storage Tanks (UST). As of Wednesday, June 15 Nona is also the recipient of a \$10,000 State Employee Suggestion Award for her recommendation that will save the division more than \$300,000 each year.

Nona suggested eliminating reimbursement to tank owners for their completion of the standardized paperwork used to apply for reimbursement as a way to reduce UST Fund expenditures. She effectively advocated that costs for the cleanup are eligible, but cost for preparing the reimbursement form should not be eligible. UST receives nearly 2,000 reimbursement claims each year, and the division was paying between \$100 and \$2,400 per claim to reimburse paperwork expenses. "Nona's idea was common sense," said Stan Boyd, UST division director. "Just as the IRS doesn't reimburse citizens the costs of completing their annual tax forms, why should the division pay tank owners for completing standard forms required for cleanup reimbursements."

Nona's suggestion was adopted and put in place by UST so that reimbursement for paperwork completion to apply for reimbursement was eliminated for claims filed after October 1, 2004.

"Congratulations to Nona and the UST management team for acting on a practical and meaningful suggestion from staff," said Deputy Commissioner Paul Sloan. "Executing Nona's idea helps ensure that dollars from the UST Fund are spent on cleanup of contaminated soil or groundwater in Tennessee not paperwork." For more information on the State Employee Suggestion Awards please contact Beverly Austin in Human Resources at 615-532-0215 or visit www.state.tn.us/personnel/resources/suggestion/index.htm



*Deputy Commissioner Paul Sloan
congratulates UST's Nona Bryant*